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10 Attorneys for Defendant
11 GEORGIA-PACIFIC LLC

12 UNITED STATES DISTRICT COURT
13 NORTHERN DISTRICT OF CALIFORNIA

14 EQUAL EMPLOYMENT
15 OPPORTUNITY COMMISSION,

16 Plaintiff,

17 v.

18 GEORGIA-PACIFIC LLC,

19 Defendant.

Case No. C 07 3944 SBA

**DECLARATION OF AMY MCDONALD IN
SUPPORT OF DEFENDANT'S
OPPOSITION TO CHARGING PARTY
JANET STEGE'S MOTION TO
INTERVENE**

Date: March 4, 2008
Time: 1:00 p.m.
Courtroom: 3
Judge: The Hon. Sandra B. Armstrong

20 I, Amy M. McDonald, hereby declare:

21 1. I am responsible for Human Resources operations in several Georgia-Pacific
22 facilities across the country. In that capacity, I was primarily responsible for communicating with
23 the EEOC on behalf of Georgia-Pacific regarding Janet Stege's charge of discrimination in late 2004
24 and early 2005. I primarily work out of my home office in Newport Beach, California.

25 2. On or about March 24, 2005, I received a Letter of Determination, indicating
26 that the EEOC had "reasonable cause" to believe that Georgia-Pacific had discriminated against
27 Janet Stege. A true and correct copy of that letter is attached hereto as Exhibit A.

28 3. On or about June 9, 2005, I received a letter from the EEOC, in which the
EEOC stated that it had determined that efforts to conciliate Stege's charge had been unsuccessful.
A true and correct copy of this letter is attached hereto as Exhibit B.

1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

3 Executed this 12th day of February, 2008 at Atlanta, Georgia.

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6 AMY M. MCDONALD

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EXHIBIT A



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
San Francisco District Office

350 The Embarcadero, Suite 500
San Francisco, CA 94105-1260
(415) 625-5600
TTY (415) 625-5610
FAX (415) 625-5609
Toll Free (800) 669-4000

March 24, 2005

Amy M. McDonald
Georgia Pacific Corporation
419 Promontory Drive East
Newport Beach, CA 92660

RE: Janet Stege vs. Georgia Pacific Corporation; EEOC Charge # 370-2005-00421

Dear Ms. McDonald:

Enclosed is the Letter of Determination in the above-referenced case. The EEOC has determined that there is reasonable cause to believe that your organization has discriminated against Charging Party.

Having made the determination, we now invite you to participate in the conciliation process. I will be giving you a call in the near future to invite you to a conciliation conference. I encourage you to participate in this conciliation conference. If you choose not to participate in the conciliation conference, you may submit a written proposal indicating the terms for which you are willing to conciliate as an alternative.

The relief that we are typically expecting to successfully conciliate is back pay (including the monetary value of benefits) from the date of the discriminatory act until the proposed date of execution of the conciliation agreement (e.g. in a hiring or promotion case), injunctive relief (e.g. reinstatement, reassignment, transfer, reassignment, promotion, training) and compensatory damages (e.g. pain and suffering).

If you need to obtain clarification or otherwise discuss any matter associated with this conciliation, please call me at (415) 625-5661.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristine Jensen", is written over a horizontal line.

Kristine Jensen
Federal Investigator

EXHIBIT A

EXHIBIT B



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
San Francisco District Office

350 The Embarcadero, Suite 500
San Francisco, CA 94105
(415) 625-5600
TTY (415) 625-5610
FAX (415) 625-5609

June 9, 2005

Amy M. McDonald
Georgia Pacific Corporation
419 Promontory Drive East
Newport Beach, CA 92660

Re: Janet Stege vs. Georgia Pacific Corporation
Charge Number 370-2005-00421

Dear Ms. McDonald:

To date, we have not been able to secure an agreement to provide relief for the violation identified in the Commission's Letter of Determination. Therefore, it is now determined that efforts to conciliate this charge as required by our procedures and policies have been unsuccessful. This letter constitutes the notice required by Section 1601.25 of EEOC's Procedural Regulations, which provides that the Commission shall notify respondent in writing when it determines that further conciliation efforts would be futile or non-productive.

Accordingly, we are forwarding the case to our Regional Attorney for litigation review. If you have any questions you may contact Mr. William Tamayo, Regional Attorney, at the above address and telephone number, (415) 625-5645.

On Behalf of the Commission:

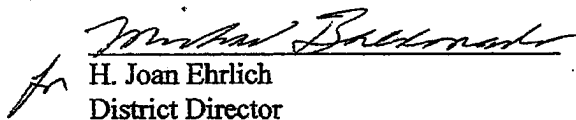

H. Joan Ehrlich
District Director

EXHIBIT B